



Dear SASOHN Community,

As time seems to speed up with every passing year, it's crucial to pause, take stock of where we are, and reflect on everything we've done so far. It's the halfway point of the year and a really great time to reflect and have a mid-year check-in. Whether you set specific goals or follow your intuition, doing a [mid-year review](#) helps you ensure you're on the right path. This is not about productivity or wins, it's about looking back on what we have accomplished; it's also about acknowledging the highs and lows, both big and small.

The act of reflection is one of those vague, hard-to-quantify terms. While we might agree that it's good practice, understanding why, exactly, is a bit harder to pin down. Reflection fosters meaning-making and sense-making, and so helps lead action towards goals.

Looking Back: Reflections on the First Half of the Year

- What has gone well?
- How are you doing?
- What stood out to you?

Let's take a deeper look at the first half of this year and look for the silver linings. What were the instances when you felt content and at ease? When did you feel your most satisfied? Which moments made you feel at one with yourself and the world? Which moments made you laugh aloud? Think about how you want to feel for the next six months. Where do you want to be at the end of 2024? Remember, if there was a goal that you hoped to accomplish in the first half of the year, but just didn't get it done, you still have an additional six months left to do it.

Think about the little things in your life you can control, such as finding a good book to read, choosing one area of your home or workspace to tidy, purge, and clean, or go for a walk. These are things that can help you stay focused and assert a little control. Also, choose a goal for the next six months that is something you can control. Maybe something related to progress in your career, a home project you want to complete, or a course you would like to take.

Reflecting on this year so far, which have been some of your happiest moments?

Looking forward: What do you need for a successful second half of the year?

- What will make for a meaningful second half of the year?
- Who could be the most helpful to you?
- Who would you like to partner with?

Again, this is yours to answer however you wish. You can go rational, emotional, or spiritual—whatever feels right for you. Looking back on these last months, how do you feel you've grown the most? Consider what provided you genuine joy—and keep those memories. If you look hard enough, you can see how far you've gone as the beautiful person you are. You can see how much you've accomplished, how much you've matured, and how many fantastic experiences you've had. Maybe this year hasn't gone as planned, but the experiences you gained are priceless. Reflecting on your life midway through the year can help identify your strengths, flaws, and opportunities for progress, leading to greater self-awareness. It helps you to take a step back, evaluate your success, and plan for future growth. While recognising your achievements from the first half of the year, your confidence increase and you become energised for future challenges, inspiring you to strive for excellence. By conducting a mid-year reflection you demonstrate a commitment to continual improvement and excellence in your role as a person and an employee.

Taking the time to do a mid-year review provide the opportunity to refocus. Right now, it's easy to become discouraged or feel as if things are out of control. However, one thing you can control is how you feel.

Strive to feel at peace with yourself and others. Only by recognising your mistakes, weaknesses, and gaps, as well as your achievements and strengths, can you take steps towards doing things better or differently the next time. Focus on feeling grateful, encouraged, optimistic and enjoy a great second half of 2024.

Warmly,

Michelle Bester
SASOHN President 2024

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- Briefly highlight your point of interest here.
- Briefly highlight your point of interest here.
- Briefly highlight your point of interest here.
- Briefly highlight your point of interest here.



Sheila Raborethe

"My nursing journey began in 1972, spanning nearly five decades. From bedside nursing to industrial health, sales, marketing, and management, the profession taught me adaptability, tenacity, and resilience. I explored various roles, amassing new skills and qualifications. Though I ventured into other sectors, my nursing roots remained strong. Now, as a retired occupational health nurse and treasurer for SASOHN West Rand, I've come full circle. Ready to bow out this year, I reflect on a fulfilling journey that has shaped me into a multi-skilled nursing professional."

[Read more](#)

TRAVELLED A FULL CIRCLE

(Nursing journey led to unchartered sectors)

When I decided at an early age that I wanted to be a nurse, I was motivated and fascinated by neatly dressed nurses, who were a symbol of health. I didn't fully comprehend what the profession entailed but I joined it anyway in 1972 upon completion of my matriculation. After qualifying in 1974 until now, I am still in the profession having spent some of the time in the corporate sector.

What unfolded in the nursing journey was a period of self-discovery, sharpening and unearthing of dormant traits. The knowledge and experience I got from working in hospitals called for a teachable spirit, the ability to adapt and to be tenacious. The noble profession we thought would confine one to award and to bedside nursing laid a foundation for other occupations I never knew existed. The final product was a multi skilled nursing sister equipped with skills and marketable even to other sectors.

I left the hospital and worked as an industrial health nurse (now occupational health) for two big pharmaceutical companies for nearly two and a half decades. This period of working alone without any internal professional support was tough, at times lonely and called for resilience. The networking with other industrial nurses was not as developed as today. Throughout this period, I amassed other qualifications in sales and marketing management, which

enabled me to explore other occupations within the pharmaceutical sector.

I then ventured into sales and marketing, marketing medical products to hospitals. This started when I had a stint at Highveld blood transfusion services, working as a public relations officer negotiating for blood collection in companies and malls. Then, I worked for a pharmaceutical company, marketing theatre instruments and products to hospitals. The journey ended up with managing the hospital tender business nationally, for one other pharmaceutical company. This was a very fulfilling path as the nursing profession had laid a solid foundation and I was utilizing all my acquired skills i.e. nursing, marketing and training skills.

As fate would have it, I went back to occupational health nursing by default and this reminded me of the adage that says "once a nurse always a nurse". I am still working for a printing company as a retired occupational health nurse and also assisting SASOHN West Rand as their treasurer.

Looking back at this journey that spanned nearly five decades, I can confidently say that I completed a full circle and now eager to bow out this year.

Sheila Raborethe

SAVE THE DATE

Mpumalanga



Mpumalanga Regional Meeting 28 June 2024

Please Join us at Da Loose Mongoose Pub & Grill
Corner of Vergenoeg and Plaston Road, White River

Program

08h15-08h50	Registration and Tea
08h50-09h00	Opening and Welcome - Tania
09h00-10h00	Identifying the high risk cardiac patient during a medical examination Dr Kobus Hugo OMP
10h00-10h15	Amtronix – Sipho Magatyana
10h15-11h15	Acetylcholinesterase testing Dr Muller Rossouw - Ampath
11h15-12h00	Tea & Finger snacks - sponsored by Ampath
12h00-13h00	Biomedical Solutions applied to Ergonomics Gillian James – Human Movement Scientist
13h00-13h15	Homed / Pharma force - Susan Bockel
13h15-14h25	Mpumalanga Regional Meeting
14h25-14h30	Closing



Social Responsibility Project 2024

Millennium Home of Hope

Please remember to bring along your donation of any of the following items:

- Clothing (old or new),
- Nappies & wet wipes,
- Blankets, toys,
- Baby creams, shampoo, soap, and barrier cream

Ages 0-6years

RSVP to:

Tania on 0828521238 or
taniavos.vos@gmail.com

Before 16h00 24/06/2024

We look forward to seeing you there.

Like branches on a tree we grow in different directions yet our roots remain as ONE

THE 3 TYPES OF PEOPLE IN YOUR LIFE..

1. The Leaf people
2. The Branch people
3. The Root people

LEAF PEOPLE:

These are people who come into your life just for a season. You can't depend on them because they are weak. They only come to take what they want, but if the wind comes they will leave.

You need to be careful of these people because they love you when things are okay, but when the wind comes they will leave you

BRANCH PEOPLE:

They are strong, but you need to be careful with them too. They break away when life becomes tough and they can't handle too much weight. They may stay with you in some seasons, but they will go when it becomes harder

ROOT PEOPLE:

These people are very important because they don't do things to be seen. They are supportive even if you go through a difficult time they will water you and they are not moved by your position they just love you like that ...

It's not all people you meet or are your friends, that will stay with you.

Only the root type of people will stay no matter the season



SASOHN KZN COASTAL NURSES DAY 2024

The KZN Coastal Regional Meeting on the 14TH of May commemorated Nurses Day by reading of the Nurses Pledge. Each member was presented with a keyring, chocolate.

Thanks to Sr Thresia Pather for hosting us at the Illovo Head office and her Dr Ernest Peresu who addressed us and gave some insight in nursing.

We had our very own Sr Khanyoh Zuma National Education Rep as the speaker on Budgeting in an Occupational Clinic and interesting feedback on how budgets are managed in the private compared to govern-

CELEBRATING INTERNATIONAL NURSES DAY 2024

On International Nurses Day, we take a moment to honor the dedication, compassion, and unwavering commitment of nurses worldwide. This year's theme, "Nurses: A Voice to Lead – Our Nurses. Our Future," highlights the pivotal role that nurses play in shaping the future of healthcare.

Nurses are the backbone of the healthcare system, often the first point of contact for patients and their families. Their expertise, empathy, and resilience ensure that patients receive the highest quality of care, even in the most challenging circumstances.

We would like to extend our heartfelt gratitude to all nurses for their tireless efforts and the invaluable contributions they make every day. Your work not only heals the body but also comforts the soul.

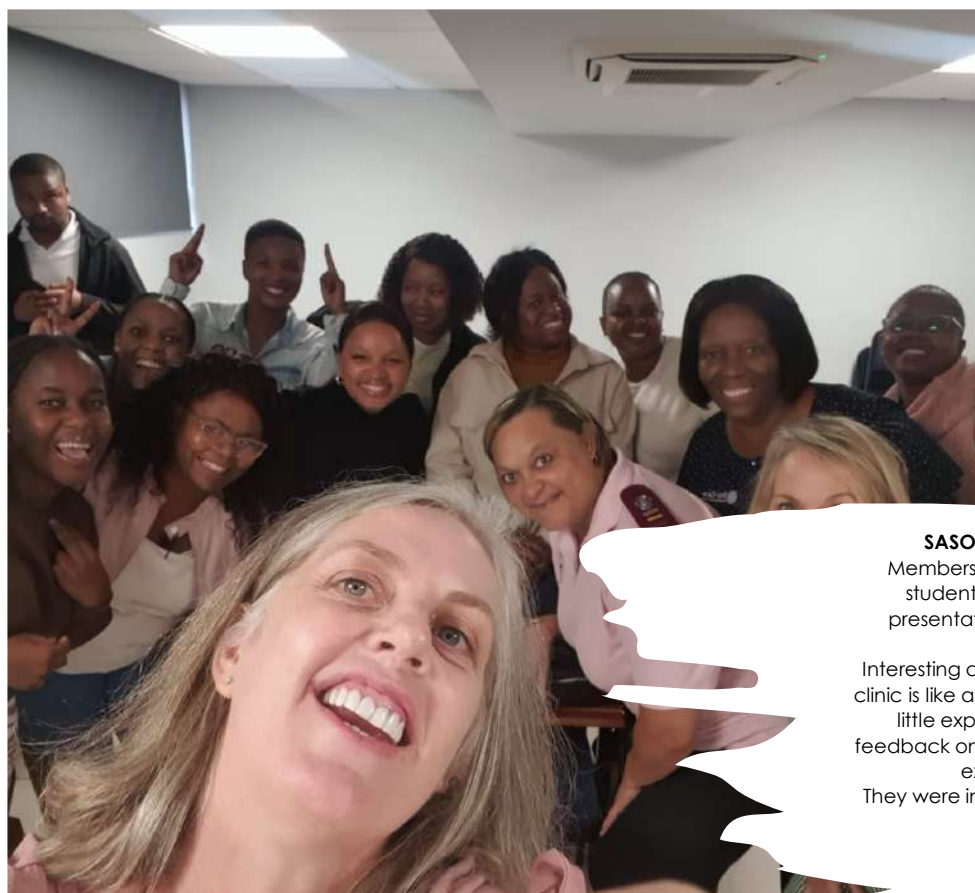
At SASOHN, we are proud to support and celebrate the achievements of occupational health nurses. Your specialized skills and knowledge are crucial in creating safe and healthy work environments, and your impact is felt across industries and communities.

As we look to the future, let us continue to advocate for the recognition and support of nurses. Together, we can build a healthier, more equitable world where nurses are empowered to lead and innovate.

Happy International Nurses Day 2024! Thank you for all that you do.



SASOHN Western Cape joined other Nurses in Walking the Runway on International Nurses Day



SASOHN KZN COASTAL VISIT TO 1ST year Students at DUT.

Members of SASOHN KZN Coastal Committee visited the 1st year students at DUT on the 23rd April 2024. KZN Chairperson did a presentation to the students on SASOHN and shared registration documents for membership with them.

Interesting questions were asked on what a day in and Occupational clinic is like as majority of the group are from hospital settings and have little exposure to an occupational clinic. After members giving feedback on different scenarios in a given day at in a clinic, they were excited to join the world of occupational health.

They were invited to attend our meeting and also meet OHNP in KZN.



SAVE THE DATE

**SASOHN KZN COASTAL
ANNUAL WORKSHOP**

**WHEN: TUESDAY 13TH AUGUST
2024**

**TOPIC- DOCUMENT
MANAGEMENT SYSTEM IN
OCCUPATIONAL HEALTH SETTING**



SOCILA RESPONSIBILTY PROJECT

**KZN Coastal has adopted Ekanna Old Age home
in Umlazi.**

**We are collecting diapers for the home
Nurses are encouraged donate diapers or pledge
R300 towards the diaper project.**

**We would like to do the handover in the month
of July**

Angela Butkovic –

SASOHN GC HLM

Angie was born in the then Salisbury, Rhodesia and spent her first 6 years there, before the family moved to South Africa. They started off life in Port Elizabeth and after 3 years moved to Johannesburg. She matriculated from Sir Pierre Van Ryneveld High School in 1992 after the family had moved around to different suburbs of Johannesburg. The distinctions she gained in Biology and Accounting in matric, put her on track for her career.

Salisbury was the name of the capital city of Rhodesia, which is now called Harare and is located in Zimbabwe

Her dream job was to become a pilot and travel. That did not quite materialize. She followed in her mother's footsteps and entered the Nursing Profession. Angie always had an interest in health and to help people. Little did she know that nursing would fulfill this and become her passion. Over the years, nursing has also taken her overseas, thus filling her dream to travel.

Angie met Groovy at a 21st party, where she sat at the 'singles table' with him. She asked him for a dance and soon thereafter they were dating. After she married Groovy, they initially lived in the West Rand. They have 2 children, Kayla and Dimitrij who have finished their schooling and are pursuing their studies. Her hobbies include travel, gliding, photography, horse riding, arts and crafts which include fabric painting, mosaic etc.

Angie completed her Nursing Diploma (4 years integrated course) in 1996 from BG Alexander Nursing College, worked in the medical ward at Johannesburg Hospital for 6 months. She then hopped over to England for 6 months work experience. On her return to OR Tambo International Airport, she realized she needed to find a job again, looked for the closest clinic, and walked in at the Travel Clinic at OR Tambo with her luggage in tow and applied for a job.

During her time at Lancet Laboratories a few years later, she was introduced to Occupational Health, completed the Occupational Health B Tech Degree at the Technikon of Witwatersrand as well as being introduced to SASOHN in the West Rand. She became a SASOHN member in 2000 and was on the committee from 2002 – 2009. Angie then moved over to Gauteng Central (GC) after they as a family moved due to Groovy's work. She has been on the GC committee since 2010 and served on SASOHN National Committee from 2017 – 2023. She was awarded SASOHN Honorary Life Membership in 2021 at the SASOHN National Conference in Durban.

Angie's career path took her to OCCSA Academy. Here she discovered her love for teaching and under the mentorship of Karen Michell proceeded to complete her B.Cur (Admin & Ed et Al). At OCCSA she facilitated, assessed and moderated the short courses in Audiometry, Spirometry, Vision Screening, HRA, HIRA etc. Afterwards, she spent 8 years at Wits Dept of Nursing Education as Associate Lecturer part-time, Short Course Co-Ordinator and Clinical

Facilitator for OHN Postgrad students. On the side she has, and still does, run her own consulting business.

Through her involvement with SASOHN and position as an educator, Angie got involved in various committees over the years: SA HIV Clinician Society, Nurse Education Association (NEA). International Commission on Occupational Health (ICOH). She is a member of Scientific Committees on OHN (SCOHN); n Training and Education in OH (SCETOH) and on Vibration and Noise (SCVN) where she is still the Secretary since 2022.



She has a few publications behind her name of which 2 stand out:

Humble beginnings to SASOHN West Rand 1989 – 2003. Occupational Health Southern Africa. Vol11, No1, Jan/Feb. Page 20-21.

Chapters 3 and 8 in Hatting, S., et al (2021) **Occupational Health Management and Practice for Health Practitioners – 6th Edition.** Cape Town: Juta & Company Ltd.

Angie has attended and presented (posters and oral presentations and training) at numerous national (SASOHN) and international conferences, workshops: Tanzania, Ghana, Namibia, DRC, South Korea, Ireland, India, South Africa.

All her hard work and research over the years has resulted in various awards:

SASOHN Poster Presentation Awards: 1st Place (2002) and 2nd Place (2014)

ICOH Poster Presentation Award 2nd Place, 2015 in Seoul

SASOHN Journal Article of the Year Awards, 2005 and 2019

SCOHN (ICOH) Yukiko Okui Best Oral Abstract Award, 2018 in Dublin

Winner SASOHN President Chain Design 2004

Angie has proved herself to be an accomplished leader, manager, advance nurse specialist and an innovative educator in Occupational Health. She acted as consultant on the DoEL Technical Committee for NIHL Regulation. Her IT skills are self-taught and she practiced blended teaching before the COVID 19 pandemic hit the world. She facilitated the transfer of the SASOHN chatgroup over to the FB platform. With her skills and lots of persistence and determination, she facilitated hybrid conference, seminar, and workshop events for SASOHN GC and SASOHN National.

Throughout her career years and involvement with SASOHN, numerous people have had an impact in her life and career. A number have become her closest friends whom she cherishes. Whilst she is moving to Mauritius, she will continue her quest to make a difference in the field of Occupational Health Nursing and continue to travel.

We wish her all the best with all her new adventures.

Gitta Birk

SASOHN GC

Reference: Personal Interview with Angie Butkovic 14/06/2024

Biosketch Angie Butkovic (2021)



HLM—WESTERN CAPE

Annie Tattersall



Lifetime of Dedication: My Journey in Occupational Health Nursing

I began my nursing journey at the hospital in Caledon on February 1, 1961, despite my father's belief that his farm-raised daughter was unsuited for the profession. Concurrently, I applied to Carinus Nursing College and Victoria Hospital in Wynberg, commencing my training at Victoria Hospital on May 1, 1961.

After completing my training, I worked as a private nurse until September 15, 1974, when I joined Consol Glass in Bellville as an Industrial Nurse. Initially unfamiliar with the industrial work environment and the hazards employees faced daily, I quickly understood the importance of ensuring a safe workplace.

Employees spend more time at work than at home, so their safety was paramount. In the absence of formal training for Occupational Health Nursing Practitioners, I completed all available NOSA and SAMTRAC courses to gain the necessary expertise.

During this period, Eppies Volschenk was employed at Nylon Spinners. Along with two other nurses, we met at Irvin and Johnson to discuss industry challenges, leading to the formation of a discussion group in the Western Cape that same year.

In 1980, H Le Grange, B Lambert, E Snyman, and I attended NOSCON in Johannesburg. Following NOSCON, Stella Coetzee organized a meeting with all occupational nurses, resulting in the establishment of a society for Occupational Health Nurses.

In 1981, with no established curriculum for Occupational Health Nurses, the course content designed for doctors specializing in Occupational Health was adapted for nurses. Eighteen Occupational Health Nurses, including myself, completed the certificate in Occupational Health presented by Prof. Wicht, Head of Community Health at the University of Stellenbosch.

Career Achievements and Positions Held:

- **Secretary of the Society of Occupational Health Nurses (Western Cape):** 1980–1987
- **Vice-Chair of the Society of Occupational Health (Western Cape):** 1987–1991
- **Principal of the Society of Occupational Health Training School (Western Cape):** 1983–1987
(During this period, Daleen Lorimer and I presented courses for assistant nurses in Occupational Health)
- **Representative for the Society of Occupational Health National Board (Western Cape):** 1989–1998
- **Educational Committee Member, Society of Occupational Health Nurses (Western Cape):** 1982–1993
- **Committee Member, SA Society of Occupational Health - National Board:** 1980–1998
- **Lecturer at the University of Stellenbosch:** Instructed Occupational Health Nurses on setting up Occupational Health Centres and the roles and functions of occupational health practitioners
- **Vice President of the SA Society of Occupational Health Nurses - National Board:** 1989–1991
- **Lecturer at Nico Malan Nursing College:** Taught occupational health to Occupational Health Nurses
- **Treasurer of the SA Society of Occupational Health National Board:** 1991–1997
- **Committee Member, Cape Provincial Society of Occupational Health Nurses**



- **Member of the Institute of Safety Management**
- **Honorary Life Member of the SA Society of Occupational Health Nurses:** 1997
- **Recipient of the Ian Webster Medal:** First candidate to complete the degree in Occupational Health, 1999
- **Auditor for Occupational Health Nurses Practitioner of the Year**
- **Assessor and Moderator at the Cape Peninsula University of Technology:** Completed the assessor's course
- **Contributor to the B-Tech Occupational Health Syllabus:** Assisted with Daleen Lorimer
- **Master's Degree in Occupational Health Nursing:** Obtained at Cape Town Technikon in 2003 at the age of 60. Thesis topic: "Oorsake van aangemelde landbouchemikalie-vergiftigings in die Boland: 1996-2000"
- **Occupational Health and Safety Auditing for WIETA (Wine Ethical Training Association):** Audited farms, cellars, packing stores, homes (2004-2019)
- **Compiled a section for Public Health: Primary Health – Pathway Series:** Assisted students in achieving the national certificate (vocational qualification) on occupational health and safety legislation—the responsibilities of employers and employees in terms of health and safety in the workplace.

In 2000, I founded my own consultancy business and continue to hold contracts with various companies and farms, remaining actively involved in Occupational Health and Safety.

In conclusion, I would like to add that I joined Occupational Health and Safety 50 years ago. It became my passion, and I worked with dedication. Now, at 80 years of age, I still find fulfilment in serving the community. I encourage future students and occupational health professionals to work with utmost dedication.

ICOH CONFERENCE MOROCCO 2024

I attended the ICOH Conference in Morocco and it was an incredible professional experience. I was the youngest in our SASOHN group, and the knowledge and experience I gained are unbelievable. We had back-to-back sessions from 8 am to 6 pm, covering great academic topics for me as an OHNP. It was also a great experience on an international level. As a third-world country, South Africa has excellent occupational health practices compared to larger countries, and we can be proud of it. I attended many insightful sessions, but a few stood out: Researching the health effects of shift work, gaining a new perspective on mental health in the workplace, and understanding the contributions of organizations such as ILO, WHO, and SDG to improve occupational health. I attended many more sessions, and I will summarize and report on them. I want to express my gratitude to SASOHN for sponsoring my attendance at the ICOH conference.

Esmiralda Oosthuizen

HLM—WESTERN CAPE

Theresa Bosman

I started working in Occupational Health in 1988 with the support of Annie Tattersall after we met when she worked at Sarjar. I was nominated onto the committee in 1989 and have not looked back! Many friends were made and many memories too. One of the memories is when we built a float representing Occupational Health in 1991 when the SA Nursing Association celebrated 100 Years.

I represented the Western Cape on EXCO level for more than 10 years. I have benefited from being involved in great new adventures on EXCO level as we grew from strength-to-strength. I was elected as National Treasurer, PRO Rep and resuscitation council during my term on EXCO.

On regional level I served on the committee on all portfolios, organised National AGMs, Kaleidoscopes, Fundraising events and Academic days. Organizing SASOHN events has benefited me enormously as this has been beneficial in organising any event at work or home.

I was honoured to receive my HLM and my Ian Webster Gold Medal in 2015. I miss being involved in SASOHN tremendously, but due to illness I had to step down after 30+ yrs. I wish SASOHN well in their endeavours to promote quality Occupational Health in SA.

AFTER SASOHN:

In 2022 I was diagnosed with Systemic Sclerosis causing Dyspnoea and many other health challenges so I keep myself busy with reading and knitting. In addition I am involved with my grandchildren supervising homework which in itself is a challenge!

So due to not being mobile I bought myself my Blue Ferrari to speed around in the shopping malls!!



Ergonomics Risk Assessment—WRULD - CROCHETER

- Johanet Uys

A crocheter is a person who does crocheting either as a hobby (often donating/selling their work) or as an informal job. This assessment was done on a person who crochets as a hobby, but her work is often donated or sold in home industry shops, from which she earns a small income independent of her normal job.

Crocheting involves intense and repetitive movement of the wrist, hand and fingers and is usually focused on a person's dominant hand, which does most of the work. The non-dominant hand holds the part of the project that is already crocheted and can also suffer from ergonomic stress, especially if the project/item is large and/or heavy. Crocheting is usually performed whilst sitting down on a couch or comfortable chair, causing poor posture which may also eventually become an ergonomic risk.

The action of crocheting involves a relatively simple series of maneuvers (hooking and pulling a string of yarn through a loop, using a crochet hook). The size of the hook depends on the thickness of the yarn and may vary between 1.5mm circumference to 20mm circumference. Some crocheters also tend to grip the needle too tightly, especially if the needle is of a smaller size, or not long enough to grip comfortably. Ergonomic grips are available, but take some time getting used to.

These actions of hooking and pulling becomes a continuous flowing action as the crocheter becomes more experienced. The forearm does most of the work by performing small movements, alternating rapidly between pronation and supination. The wrist constantly rolls in unison as the crochet hook is hooked and pulled through each loop, or series of loops. If a crocheter's style is to crochet very tightly, or if the yarn is very fluffy, hard or sticky, these actions may require more grip force, which puts additional stress on the hand and fingers.

The hobby of crocheting is usually quite enjoyable and the crocheter may spend hours on end crocheting with few breaks or time to rest the upper limbs. This causes strain on the lateral epicondyle of the arm performing the actions of hooking and pulling, leading to repetitive stress on the extensor carpi radialis brevis tendon of the affected arm. The term used to describe this condition is "lateral epicondylitis", or tennis elbow. Symptoms include moderate to severe pain in the elbow which spreads down the arm, numbness, stiffness, swelling and discomfort while crocheting. Most crocheters don't stop crocheting when experiencing these symptoms and would rather try to continue, or opt to take pain killers instead of resting the affected joint(s). Continued micro trauma to the elbow tendon leads to severe inflammation of the tendons, which often take several weeks or months to heal, if managed properly with rest, cold compresses (incl. anti-inflammatory or pain medications), elevation and compression or "R-I-C-E". This simple treatment regime is the standard for most muscle/tendon/ligament related injuries where surgery is not required.

Other repetitive strain injuries that occur during crocheting are shoulder pain (although not as often as with knitting) and pain in the hands where the tendons responsible for finger movements pass through the transverse carpal ligament (located at the palmar base of the hand, just above the wrist). Symptoms include pain, burning, tingling, or itching numbness in the palm and thumb (or index and middle fingers), weakness in the affected hand, trouble holding on to objects or shock-like feelings in the fingers, which are typically associated with "carpal tunnel syndrome" or median nerve compression due to inflammation and/or swelling of the sheath where these tendons pass through.





ICOH Morocco 2024



Marrakesh, also known as the "Red City," is a vibrant and bustling metropolis in Morocco known for its:

- Stunning architecture
- Bustling souks (markets)
- Delicious cuisine
- Rich history and culture
- Beautiful gardens and riads
- Vibrant arts and crafts scene

INSIGHTS FROM SASOHN WESTERN CAPE'S WORKSHOP ON SUBSTANCE ABUSE MANAGEMENT IN THE WORKPLACE

SASOHN Western Cape recently hosted its largest-ever workshop on Substance Abuse Management in the Workplace as a free webinar on June 5, 2024. Sr. Robyn de Wet, an expert on Substance Abuse Management was the presenter. The event, attended by nearly 450 out of 800 registrants, included a diverse group of stakeholders such as doctors, medical specialists, professional and specialist nurses, and HR professionals. The decision to offer the webinar for free stemmed from the evident need for proper information on substance abuse management in workplaces, highlighted by online discussions among members. The workshop was a resounding success, with highly positive feedback from participants. Key takeaways from the workshop included:

THE CANNABIS CONUNDRUM

Cannabis use is increasing due to new legislation. The Cannabis for Private Purposes Bill, signed by President Ramaphosa on 28 May 2024, decriminalizes personal use but complicates workplace policies. Experts noted that while legal at home, cannabis use poses safety challenges in jobs requiring high alertness and precision, making workplace management crucial.

TESTING CHALLENGES

Unlike alcohol, cannabis testing is nuanced. THC, its psychoactive component, lingers in the body after effects fade. We discussed various methods, from urine tests for metabolites to oral swabs for recent use. The key takeaway? There's no single, standardized approach, highlighting the need for consistent workplace policies.

LEGAL IMPLICATIONS

A riveting part of the workshop was the Barloworld case study. This landmark case highlighted the need to align workplace policies with legal standards and privacy rights. The Labour Court ruled in favour of an employee dismissed for failing a cannabis test, emphasizing that policies must clearly link to operational needs.

POLICY DEVELOPMENT

The need for robust, regularly reviewed policies were highlighted. Establishing a Centre of Excellence within an organization can ensure that policies are not only compliant with national legislation but also reflect the best practices from various fields. This multidisciplinary approach ensures comprehensive coverage and defensibility of company policies.

THE HUMAN FACTOR

Beyond policies and tests, the human element cannot be ignored. Substance abuse can significantly impact an individual's professional and personal life. As such, the workshop emphasized compassionate, fair treatment and support for employees struggling with substance use. This includes providing clear communication about policies, offering support resources, and ensuring procedural fairness in disciplinary actions.

Moving Forward

Managing substance abuse in the workplace requires balancing safety, fairness, and compassion. Regular training, open discussions, and proactive policy reviews are essential for a supportive work environment. The workshop's success highlighted the importance of Occupational Health Nurse Practitioners (OHNPs) in every workplace. SASOHN Western Cape is committed to creating more events to provide accurate information and insights for all colleagues. We hope this recap has sparked ideas for enhancing your workplace policies. Let's work together to create a safe, supportive, and productive environment. Stay tuned for more updates and workshops!

PS: Got questions or ideas? Reach out and let's keep the conversation going!

Here are some interesting facts about Occupational Health in South Africa:

1. South Africa has a high rate of occupational injuries and diseases, with an estimated 200,000 cases reported annually.

2. The country's mining industry is particularly hazardous, with a high incidence of silicosis, tuberculosis, and other respiratory diseases.

3. Musculoskeletal disorders are common among workers in the manufacturing, construction, and healthcare sectors.

4. Occupational health services are mandatory for all employers in South Africa, under the Occupational Health and Safety Act (OHSA) of 1993.

5. The South African Society of Occupational Medicine (SASOM) is a professional organization that promotes occupational health and safety in the country.

6. Ergonomics and workplace wellness programs are gaining popularity in South Africa, as employers recognize the importance of preventing work-related injuries and illnesses.

7. The National Institute for Occupational Health (NIOH) is a leading research institution in South Africa, focusing on occupational health and safety issues.

8. South Africa has a compensation system for workers who contract occupational diseases or suffer injuries at work, through the Compensation Fund.

These facts highlight the importance of occupational health in South Africa and the efforts being made to protect workers' health and safety.

ACADEMIC DAY—PRETORIA

SASOHN Pretoria region endeavours to uphold the SASOHN mission statement that reads: to protect the profession by making representation and influencing decision-making at local, national and international forums that will have a positive impact on occupational health; to advance the profession by continuous professional development, networking to enhance knowledge and provide peer bench-marking practices; and promoting the profession through branding that emphasises the value of an occupational health nurse practitioner.

This report is a reflection of the committee's efforts to live by the mission statement, through the support of OHNPs in the region and the SASOHN National EXCO team, so that we can grow SASOHN as a brand.

This year our region was tasked to host the annual Academic Day event, held on the 13th of June 2024 at Tshwane University of Technology, Main Campus, Pretoria. We are always unpretentiously grateful for the continuous support received from our exhibitors :

1. Amtronix
2. Mediclinic
3. IMEMed
4. IMED Distributors
5. CFP Brokers
6. Noise Clipper/ Hearing Coach
7. Expert Labs
8. DMS

THE THEME AND LINED SPEAKERS:

The theme of this year's Academic days' was " KEEPING THE PENCIL SHARP". The Pretoria-GAUTENG Academic day , worked in collaboration with TUT Faculty of Science to facilitate topics adjoining Occupational Health and Safety Research Niche areas.

We had 8 fully packed and impressive speakers lined up for the event, with Professor Yolanda Havenga setting the scene with a niche topic around The Value of Occupational Health Program in the workplace. She started to introducing the Niche area objectives, and focused her presentation on influencing conducting research and community engagements.

Professor Gomotsegang who was the second speaker of the day followed on this niche topic of Occupational Health and Safety, and emphasised on OREP (Occupational Risk Exposure Profiles). He indicated that there is a need of Doctoral students on the research on occupational health and safety alongside fields of Rail and Water and Sanitation and encouraged on pursuing explorations.

Just after the Tea-Break The Department of Labour was represented by Elize Lourens, and Jabu Mhlophe addressing changes on legislation, drafts and Code of Practices. These were deliberated in depth, and members are encouraged to review all these drafts and comment before the 5th July 2024.

Email: DraftComments.OHH@labour.gov.za.

Our last session after lunch, which was supposed to be a graveyard session was very exciting and motivating with Dr Takalani Muluvhu, inspiring us to "KEEPING THE LEAD IN YOUR PENCIL". He encouraged us practically to move our bodies, and exercise as a form of therapy. Our Motivational speaker of the day, Mrs. Joyce Selesho, who is a retired-nurse was on fire addressing PREVENTING THE PENCIL FROM BREAKING, advising us to forgive and move on from hurts and heart-breaks and move forward without resentment.

Dr Lerato Motshudi, a medical practitioner with both psychology and physiology background, ended the sessions in a bang, speaking to "PREVENTING THE PENCIL FROM BREAKING". She addressed the burnout from the psychological and physiological point of view, and how we need to look after each others as colleagues, and work mates, before the burnout is no longer manageable. We need to forgive ourselves from our past mistakes, and not over-stretch ourselves, to keep our focus and goals in mind.

The Academic Day was a success, and we wish to have had more members to attend these valuable sessions. In the next events we encourage our members to enroll in these events, participate and be academically equipped.

Prospects (Next 6-months)

1. Strategic outreach, and market SASOHN (industries, mines North West, Brits, Colliery) and ,
2. Continuous Communication to attract members in occupational health
3. Involve students from TUT, MEDUNSA, UP and other occupational health institutions
4. Guide through the occupational health journey and assist students with allocation for their practical work
5. Keep on engaging with the system, SASOHN Website, other associations e.g SASOM, SAIOH
6. Promote SASOHN through support of our members, and stakeholders where needed and necessary
7. Continue in supporting School for the Deaf, as part of our social responsibility
8. Look for more sponsors and exhibitors for future engagements



EMERGENCY PREPAREDNESS WORKSHOP: 26 APRIL 2024

SASOHN WESTERN CAPE

On April 26, 2024, SASOHN Western Cape hosted an Emergency Preparedness Workshop at the Durbanville Conference Centre. The aim was to equip participants with essential skills to manage emergency situations, and the workshop covered a comprehensive range of topics, including CPR, burns, triage, snake bites (including scorpion stings and spider bites), diabetic and hypertensive emergencies, chest pain, seizures, and unconsciousness.

The workshop was graced by a stellar lineup of professionals. Mr. Riaan de Villiers (training manager at Safe-T-Con) shared his expertise on CPR. Mr. Johan Marais (CEO and respected professional herpetologist at the African Snake Bite Institute) enlightened attendees on snake bites, scorpion stings and spider bites. Sr. Marena Stanford, a Certified Diabetes Educator and Wound care Specialist, addressed diabetic emergencies; and Dr. Hanli de Wet, an Occupational Medicine Specialist with a wealth of experience, covered hypertensive emergencies, chest pain, seizures and unconsciousness.

The event kicked off at 09:00 with 33 enthusiastic attendees. Participants not only absorbed valuable knowledge but also engaged hands-on, practicing CPR and drafting Emergency Health Protocols for their clinics using the provided templates and information.

Exhibitors such as Pathcare, Ampath, Safe-t-Con, SSEM, Be-safe Paramedical, and Stayer added to the workshop's success with their informative displays and services. Their involvement was instrumental in enriching the overall experience.

Participant feedback about the workshop was positive, appreciating the chance to learn from seasoned professionals and enjoying the excellent amenities at the conference centre, renowned for its wide selection of beverages, snacks, and buffet lunches. Adding a touch of excitement, spot prizes were handed out to lucky attendees drawn at random, and exhibitors had the chance to present their services and products after lunch.

The committee extends heartfelt thanks to everyone who contributed to making this workshop a resounding success. We look forward to an even larger and more dynamic event next time!



The main function of an occupational health nurse in South Africa includes ^{1 2 3}

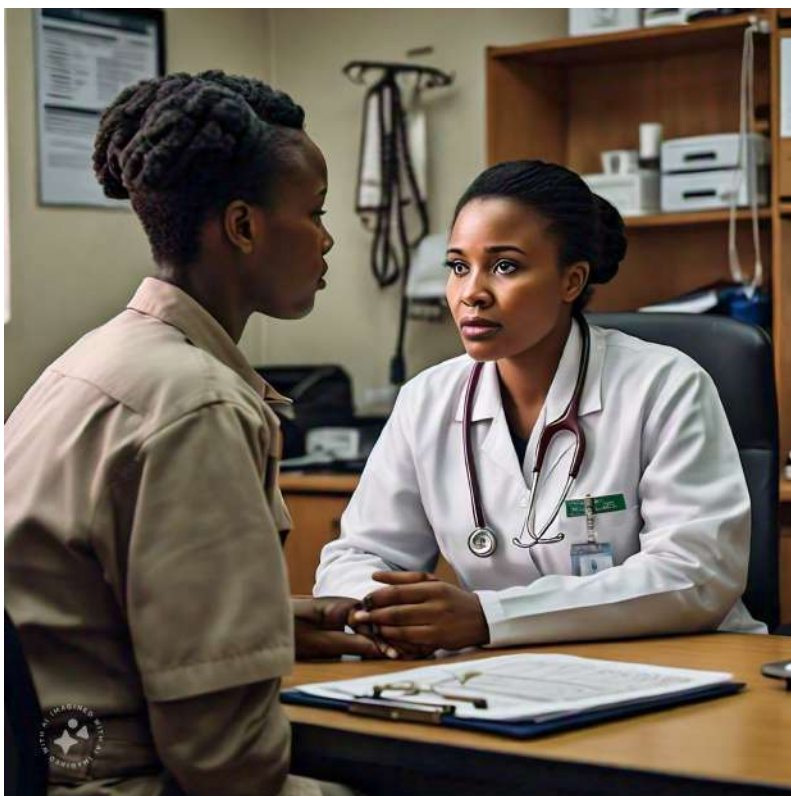
Our AI submission

- ***Improving quality and quantity of occupational health care***: Occupational health nurses in South Africa work towards improving the quality and quantity of health care provided to employees.
- ***Addressing health and safety issues***: Occupational health nurses address health and safety issues in workplaces, especially in the health care sector.
- ***Promoting occupational health***: Occupational health nurses in South Africa promote occupational health by providing health care services to employees.
- ***Delivering occupational health care***: Occupational health nurses play a crucial role in delivering occupational health care to employees in South Africa.

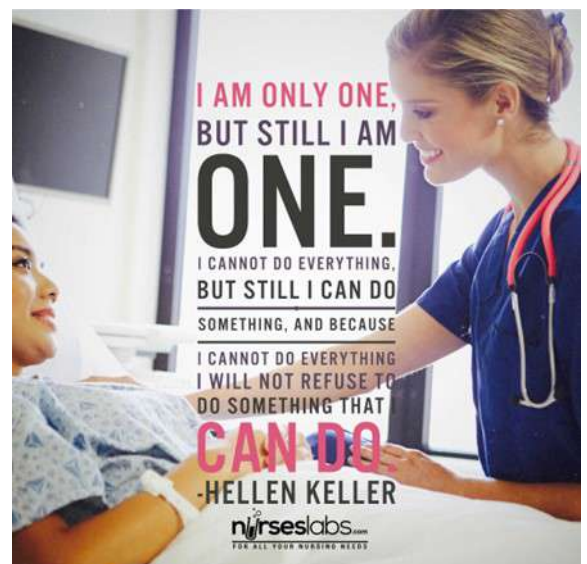
The South African Society of Occupational Health Nurses (SASOHN) was formed in 1980 to promote occupational health ⁴. For more information about occupational health nurses in South Africa, you can visit the South African Nursing Council (SANC) website

Based on the South African context, the 5 main functions of an Occupational Health Nurse are:

1. ***Assessment and Surveillance***: Conducting medical surveillance, health risk assessments, and screenings to identify potential health hazards and risks in the workplace.
2. ***Health and Safety Advisory***: Providing guidance and advice on health and safety matters, including compliance with relevant legislation and regulations.
3. ***Injury and Illness Management***: Managing and coordinating the care of employees who have been injured or fallen ill at work, including rehabilitation and return-to-work programs.
4. ***Health Promotion and Education***: Educating employees on healthy lifestyle choices, disease prevention, and health promotion initiatives, as well as providing training on occupational health and safety.
5. ***Case Management and Referral***: Identifying employees who require medical attention or specialist care and referring them to appropriate healthcare providers, while also managing and coordinating their care.



These functions align with the South African Nursing Council's (SANC) scope of practice for Occupational Health Nurses and are crucial in maintaining the health, safety, and well-being of employees in the workplace.



Ethical Crossroads: How Occupational Health Nurses Navigate Dilemmas While Safeguarding Confidentiality

Occupational Health Nurses (OHNs) play a crucial role in safeguarding worker health, yet they grapple with complex moral and ethical dilemmas every day and need to maintain the delicate balance between employer interests, employee confidentiality, and ethical principles.

OHNs have access to extensive worker health information, ranging from personal to work-related details. Legal, ethical, and professional requirements are paramount in protecting this information from unwarranted disclosure.. The financial allegiance to the employer raises ethical questions about loyalty and confidentiality. For instance, the dilemma arises when employers seek access to health records for various reasons, potentially impacting promotions or job security.

OHNs must act as advocates for employees, upholding professional standards and codes, while navigating potential conflicts with employer expectations.

Employees deserve complete disclosure regarding the risks associated with their health information, as well as who will have access to it and how it may impact their employment. These dilemmas often involve a choice between equally unsatisfactory alternatives and require well-informed, well-reasoned decisions based on ethical principles & processes.



Visit our website — [CFP Brokers Medical Malpractice Scheme Policy for Occupational Health Nurses | Cover4Profs - CFP Brokers](#)

*The **CFP Brokers Medical Malpractice Scheme Policy** covers your legal responsibility to pay a settlement to a patient/client, for a claim made against you as a result of your negligence or alleged negligence in the rendering of professional services within your scope of practice.*

WhatsApp if you need help **076 284 8108** (messages only), **Call** to have a chat with one of their specialists (011) 794 6848 **Or email** info@cfpbrokers.co.za

To catch the reader's attention, place an

The fundamental principle of bioethics, "above all, do not harm," guides occupational health professionals in weighing the potential risks and benefits of interventions. The emphasis on autonomy and the well-being of employees shapes ethical decision-making.

The obligation to maintain patient confidentiality is a cornerstone of ethical healthcare practice. Breaching confidentiality may be justified in cases of serious and imminent threats to individual or public safety, but careful consideration of legal and ethical guidelines is essential.

CFP Broker's policy, tailored in collaboration with SASOHN, provides comprehensive coverage, including protection against breaches of confidentiality. We understand the complexities OHNs face and offer support through medical malpractice claims and SANC complaints. Choose a policy that not only safeguards your professional integrity but also provides a 24 hour legal assistance for potential conflicts with your employer.

